# GOVERNMENT OF INDIA
# PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS
# LOK SABHA

UNSTARRED QUESTION NO:2936
ANSWERED ON:19.03.2008
CADRE RESTRUCTURING IN CSS
Jha Shri Raghunath

**Will the Minister of PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

(a) whether the Government has constituted a Committee of senior officers in February 2001 for cadre-restructuring of Central Secretariat Service;

(b) if so, whether the Committee has submitted its report; and

(c) if so, the details of the recommendations made by the Committee and the action taken thereon by the Government?

## Answer

MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS.(SHRI SURESH PACHOURI)

(a) & (b) : Yes, Sir.

(c) : The details of the recommendations made by the Committee, and the action taken thereon by the Government are given in the enclosed Statement - I and Statement-II respectively.

STATEMENT − I REFERRED TO IN REPLY TO PART (C) OF LOK SABHA UNSTARRED QUESTION NO. 2936.

RECOMMENDATIONS MADE BY THE COMMITTEE OF SENIOR OFFICERS
The recommendations given in the Report are summarized as under:-
Sl.No.Summary of the recommendation 1. The Committee recommends that a fixed number of posts in the scale of Rs. 14,300-18,300 (Director) to be designated Senior Selection Grade (SSG) should be included in the cadre structure of CSS. Officers belonging to the CSS cadre having minimum five years of service in the Selection Grade of CSS would be eligible for promotion to these posts so encadred in CSS, duly following the prescribed procedure for selection by merit. At present around 100 officers of the CSS are holding the post of Director. The Committee recommends that 110 Director level posts may be taken out of Central Staffing Scheme and encadred in the CSS as SSG. This would be in line with the rationale already existing in para 5 of the relevant DOP&T O.M. regarding the Central Staffing Scheme as per which posts of US and DS as are occupied by CSS officers are excluded from the scheme and encadred in the CSS. With the encadrement of SSG posts in CSS, the provisions of the Central Staffing Scheme should be appropriately modified and revised eligibility conditions determined for their empanelment at SAG/HAG.

2. With the creation of the additional posts in Selection Grade and Grade-I the practice of resorting to in situ promotions should cease. The Committee is strongly of the view that fresh creation of posts and continuation of in situ scheme of promotions cannot go together.

3. The Committee recommends that direct recruitment of SOs may be discontinued and the vacancies of Section Officer should be distributed between the seniority and LDCE quota in the ratio of 75% : 25% for promotion of Assistants.

4. The Committee recommends that Direct Recruitment of LDCs may be stopped with immediate effect and all posts of LDCs, presently filled by Direct Recruitment, are abolished as and when these fall vacant. Further, 90% of the posts in the grade of UDC would also wither away in future as and when these fall vacant, retaining the remaining 10% for promotion of the residual LDC cadre.

It is also recommended that as a one time exception vacancies in all the additional posts of Assistant arising as a result of cadre restructuring would be filled only by promotion of eligible UDCs. The vacancies in Assistant grade arising due to normal wastage on account of retirement, promotion, etc. would, in future be filled to the extent of 75% through direct recruitment of graduates possessing computer proficiency; 15% by promotion of UDCs and 10% through LDCE for UDCs.

5. For better service prospects at the level of Section Officer, a non-functional scale of Rs. 8000-13500 may be introduced. All Section Officers who have completed four years service as regular Section officer may be placed in this scale subject to their fitness.

6. Restructured cadre of CSS to comprise of 110 posts (1.1%) in SSG, 330 posts (3.2%) in SG, 1400 posts (13.6%) in Grade-I, 3000 posts (29%) of SO and 5500 posts (53.2%) of Assistant. All posts of LDCs (except 15% to be retained for promotion of Group 'D' staff on seniority/LDCE) and all posts of UDCs )except 10% to be provided for promotion of LDCs) should be abolished as and when they fall vacant due to promotion/retirement etc.

7. The issue of application of DOP&T O.M. dated 28.3.1988 with retrospective effect in CSS should be processed on file taking into account various ramifications involved.

8. The Committee does not recommend revision of pay scale of Section Officers retrospectively w.e.f. 1.1.1986.

9. The two grades of Assistant & SO should be made inter-cadre transferable, and effecting such transfers should also be centralized with the DOP&T. The day-to-day administrative control of these two grades can, however, continue to be exercised by the respective 33 cadre authorities.

10. The Committee recommends that cadre management of the grades of Assistant and Section officer should be centralized with DOP&T for the purpose of seniority, promotion and inter-cadre transfer. The Committee has already recommended sanctioned strength for posts of Grade-I (Under Secretary), Selection Grade (Deputy Secretary) and Senior Selection Grade (Director) of CSS. These sanctioned posts should be kept out of the purview of the Central Staffing Scheme in consonance with provisions contained in para 5
(ii) of O.M. No. 36/77/94-EO (SM-I) dated 5.1.1996 of DOP&T and their promotion, inter cadre transfer etc. should be entrusted to the CS Division of DOP&T which should be made solely responsible for cadre management of CSS.

11. The Committee does not recommend in situ promotion to any grade. In future all promotions should be vacancy based. It is also clarified that the recommended cadre restructuring shall be implemented subject to the condition that no fresh in situ promotion are ordered, as this Committee does not envisage implementation of the aforesaid cadre structure with the on-going in situ promotion scheme.

12. It is recommended that the entry of Steno Grade 'C' through LDCE for the post of SO should be discontinued. Simultaneously entry of PS to the grade of Under Secretary may also be discontinued.

13. The Committee is unable to accept the demand of granting Group 'A' status to CSS. Keeping in view the recommendations of the Fifth Central Pay Commission, the Committee also does not find any justification for creation of posts for CSS in the grades of SAG and above and recommends that the posts of SAG and above should continue to be filled under the Central Staffing Scheme without earmarking posts for any particular service.

14. The demand for encadrement of the GCS/Ex-Cadre posts is not relevant after the sanctioned strength has been recommended for the posts of US, DS and the Director of CSS. However, Individual proposals regarding encadrement of the GCS/ex-cadre posts can be decided by the Establishment Division of DOPT in the light of relevant recruitment rules.

15. The Committee recommends that status quo regarding the eligibility service should be maintained.

16. The Committee does not recommend any change in designations of SOs and Assistants.

17. The Committee does not recommend upward revision of the pay scale of Section Officers and Assistants, however it has separately recommended introduction of the pay-scale of Rs. 8000-13500 for regular SOs with four years service in the grade.

18. In view of the unique function performed by the CSS, its parity with DANICS/DANIPS is not possible.

19. In view of the present security scenario the Ministry of Home Affairs has not acceded to the demand of providing Open Pass Facility to Assistants of CSS. Therefore, the Committee cannot make any recommendation in this regard.

20. The Committee would like to emphasized that the recommendations in Chapters 3, 4 & 5 of the Report have been made in an integrated manner and, therefore, these should be implemented as a complete package. Piece-meal implementation of the recommendations would lead to fresh distortions in the CSS Cadres.

STATEMENT − II REFERRED TO IN REPLY TO PART (C) OF LOK SABHA UNSTARRED QUESTION NO. 2936.

ACTION TAKEN BY THE GOVERNMENT ON RECOMMENDATIONS OF THE COMMITTEE

(i) Creation of a new Senior Selection Grade (Rs. 14300-18300) to be designated as Director, and fixing the cadre strength of Directors in the CSS at 110.

(ii) Fixing the cadre strength of Deputy Secretaries and Under Secretaries in the CSS at 330 and 1400 respectively.

(iii) Fixing the Cadre strength of Section Officers (SO) in the CSS at 3000.

(iv) To provide non-functional scale of Rs. 8000-13500 to the SOs, prospectively;

(v) To discontinue the Direct recruitment to the post of SO;

(vi) To discontinue the Scheme of in situ upgradation of posts in the CSS;

(vii) To change the mode of recruitment for the post of Assistant by way of 75% through direct recruitment of graduates possessing Computer proficiency, 15% by promotion of UDCs and 10% through LDCE for UDCs. As a one time exception, resultant vacancies of Assistants arising from the cadre restructuring of CSS will be filled up from UDCs by way of 50% through LDCE and 50% by seniority;

(viii) To provide inter cadre transferability at the level of SO and Assistant;

(ix) To centralize the cadre management, including postings of the CSS personnel in the CS Division of DOPT;

(x) To discontinue direct recruitment to the post of LDC;

(xi) To abolish vacant posts of LDC which are filled up through direct recruitment;

(xii) To defer, for the present, a decision regarding the lateral entry of CSSS officers.